



# Gender Pay Gap Report 2023

## About the Gender Pay Gap

From 2022, all Irish organisations that employ in excess of 250 employees are required by law to report annually on their Gender Pay Gap. The Gender Pay Gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

## Where we report

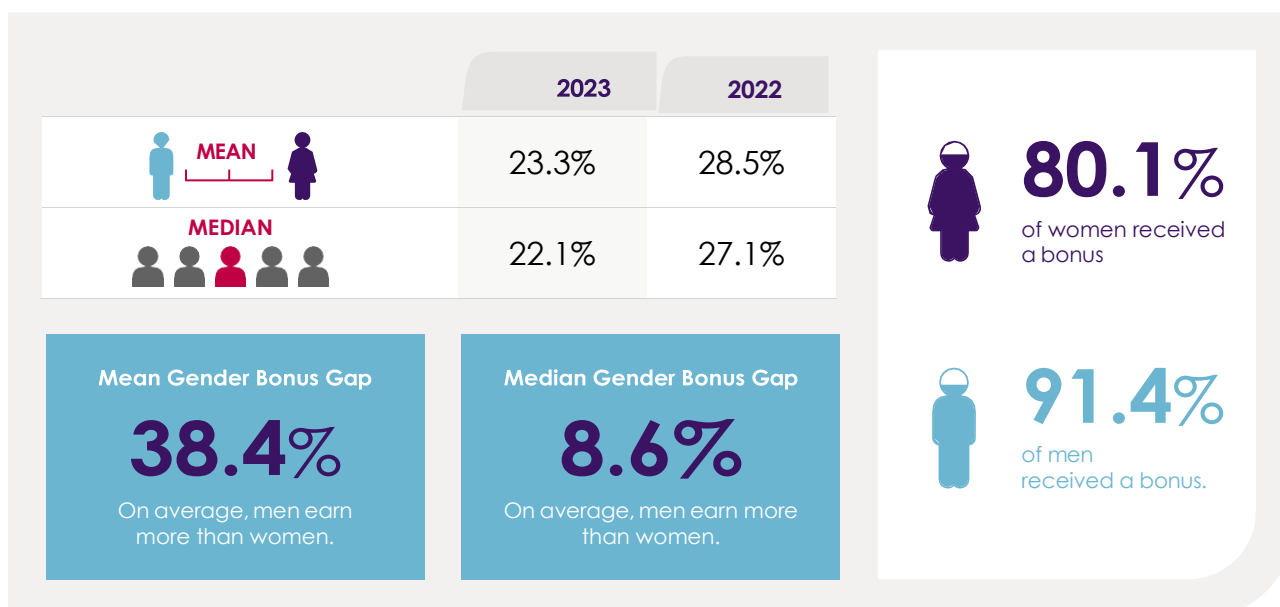
We publish our report on our websites, [Flogas.ie](https://www.flogas.ie) and [Flogasenterprise.ie](https://www.flogasenterprise.ie)

## Our ambition

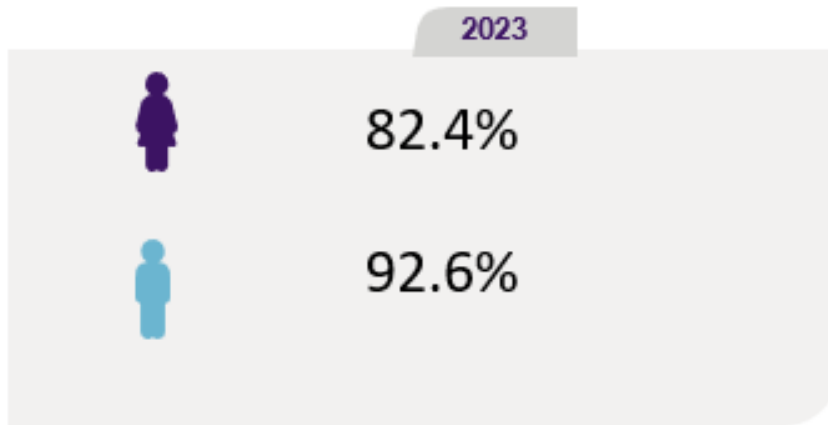
Our ambition remains to be an employer of choice, attracting and retaining a truly diverse range of talented employees who are motivated and engaged. We have focused our efforts on the continued development of our processes, including attraction, onboarding, learning & development, and reward, to maintain our positive position and to support all our colleagues to achieve their full potential.

## About our pay gap (all employees)

The population covered by the report is 299 employees: 55% male and 45% female.

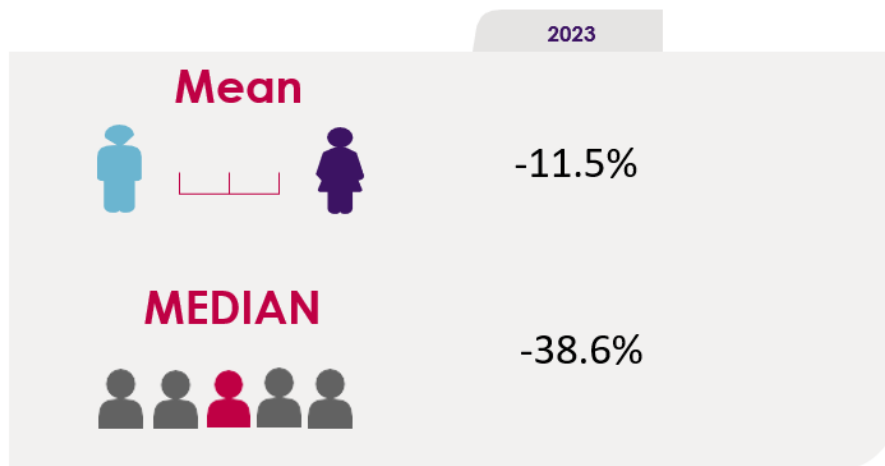


## Percentage of employees receiving Benefits in Kind



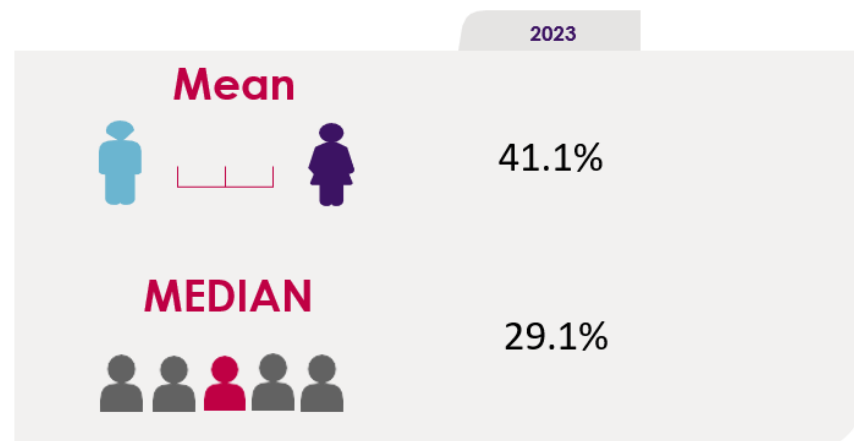
## About our pay gap (part time employees)

The population of part time employees covered by the report is 22 employees: 36% male and 64% female.



## About our pay gap (temporary contract employees)

The population of temporary contract employees covered by the report is 20 employees: 50% male and 50% female. 90% of the women with temporary contracts are working in customer service, whereas the men are working either as Driver or in IT, which results in a Pay gap in favour of men.



Over recent years, we have seen a significant overall change in the ratio of male to female colleagues, and this continues to be driven by the large volume of new roles being in professions which are not necessarily male dominated, such as customer service, finance, and marketing. Our traditional roles such as, driver, yard hands and field sales are still male dominated, and we struggle to attract women for these roles. We have just filled two senior management roles with women and hope to increase the ratio even further.

Our overall Gender Pay Gap of 23.3% and our median gender pay gap of 22.1% are both in favour of men.

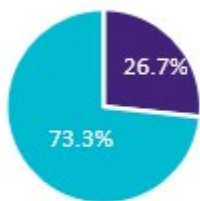
We have a number of different bonus schemes across the organisation, which reward performance aligned to business outcomes. We are confident that women and men are treated equally where their roles are at similar levels in terms of application of our bonus schemes.

In our bonus gap results, we see a significant difference in favour of male employees, which is due to the larger proportion of male employees in our senior management team and in the traditionally male dominated positions, such as field sales and drivers - an area we are committed to looking into over the coming year.

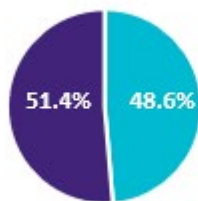
## Our pay quartiles: 2023

The table below illustrates the gender distribution at Flogas across four equally sized quartiles ranked from lowest hourly rate to the highest hourly rate. Each quartile represents 1/4th of the total workforce and their actual pay over a 12 month period to the end of June 2023.

Q1 Lowest



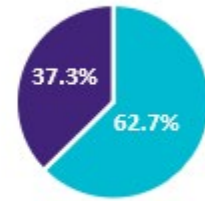
Q2



Q3



Q4 Highest



## Our commitment to our employees

We are committed to focusing on attracting, developing, and retaining a diverse range of talent, to support an inclusive workplace.

Over the last three years we have seen the benefits of adopting hybrid and flexible working and continue to offer these arrangements – ensuring our colleagues are supported with resources focused on maintaining their health and wellness and achieving high performance.

We launched a platform to share business performance and initiatives, and to gain feedback on our progress – as well as undertaking all employee engagement surveys to ensure we are listening to the views of our employees.

## Our focus for the next year

We recognise the benefits of a diverse and inclusive workplace, for our colleagues and for our customers. We will continue to focus on supporting our colleagues through development, including:

- 1 Reviewing our policies, procedures and processes – taking every opportunity to ensure diversity and inclusion by design.
- 2 Building on the work done so far in respect of consistent reward frameworks, ensuring equitable pay and reward, regardless of gender – underpinned by pay principles and job sizing.
- 3 Actively supporting the talent and succession planning of our diverse colleagues.
- 4 Continuing to deliver Management and Leadership programmes to support high performance and cultural development.
- 5 Continuing to work with our talent acquisition partners to increase diversity in under-represented functions and ensure we are an employer of choice.